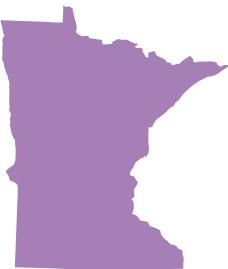




Intermediate Districts Increasing Highly Qualified Special Education Teachers

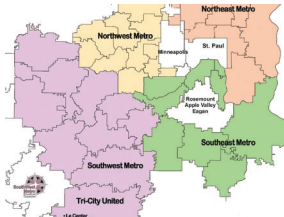
Percentage Of Teachers Who Are Not Highly Qualified

Across Minnesota, 9.75% of teachers are working without standard licensure. In Intermediates, this figure is alarmingly higher. These teachers lack the necessary qualifications (Tier 3 & Tier 4) to be considered licensed teachers in special education.



STATEWIDE AVERAGE
9.75%

Not Highly Qualified
**Out-of-Field License/Tier 1 & Tier 2*



INTERMEDIATES AVERAGE
21%

Not Highly Qualified
**Out-of-Field License/Tier 1 & Tier 2*

Diversify The Workforce To Improve Outcomes

Our goal is to create a more diverse special education workforce that reflects the diverse backgrounds of our students and enhances their learning experience.



STATEWIDE
4.35%

Highly Qualified Teachers of Color

Estimated Grant Funded Costs Per Apprentice



Apprentice
Additional Salary/Benefits



Journeyworker
Additional Salary/Benefits



Mentorship

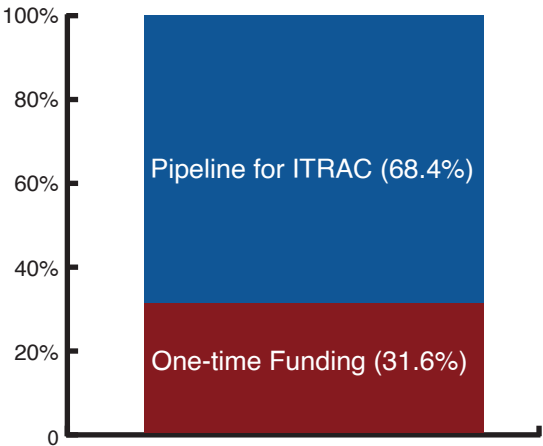


Sponsorship &
Data Collection



Tuition & Educational
Expenses

Grant Funding Total: \$3,165,059



Initial Funding is a Start, But Not Enough

The Special Education Pipeline Grant and one-time funding for Intermediate Districts have provided a valuable start. However, to continue making progress and to fully address the challenges, additional funding is necessary.

Grant Funded Cost Per Apprentice: \$80,050 (2 Years Cohort)

**This does not include District's portion of operating costs*

Current grant funding will restrict the number of apprentices we can support, with the risk of funds running out before the originally intended five-year period concludes.

Cohorts	# of Apprentices	Total Cost
2024 Cohort 1	24	\$1,921,200
2025 Cohort 2	*15	\$1,243,859
2026 Cohort 3	0	No more funding to continue program

**Limited participation due to funding*